



San Francisco Regional Water Quality Control Board

Placement Site Address: 1515 Clay St. #1400 Oakland CA 94612

Oakland, (CA) - [City Data Information Link](#)

Mentors: Kristina Yoshida, Environmental Scientist; Rebecca Nordenholt, Environmental Scientist

Number of Years Site has hosted WSP CMs: 11

Number of CMs at Site: 2

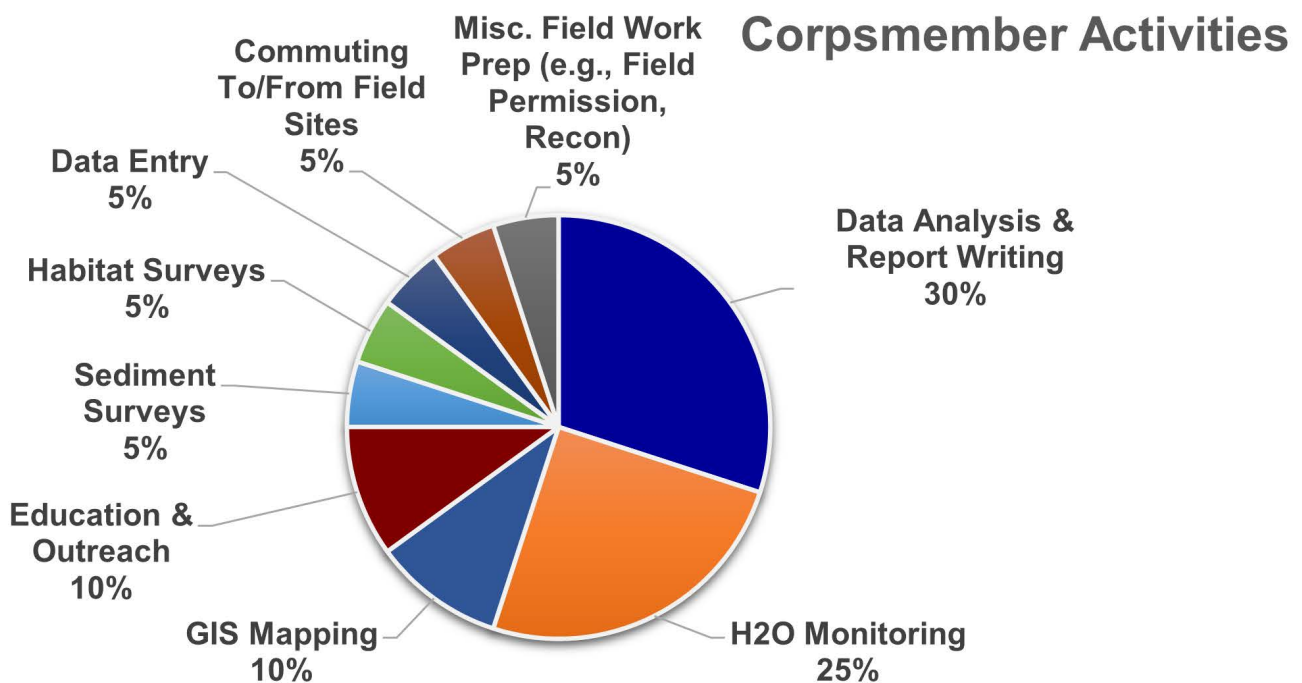
Other Partner Organization(s) of Placement Site: San Francisco Estuary Institute (15-20%);

Service Hours: 8-hour days: 95%, 10-hour days: 4%, >10-hour days: 1%

Housing Offered: No

Work Vehicle Provided: Yes

CM Time Spent in Field/Office: In the field: 40%, In the office: 60%



Placement Site Objectives and Organizational Needs:

The San Francisco Bay Regional Water Quality Control Board (Water Board) is a regulatory agency of the CA Environmental Protection Agency. The Water Board's mission is to preserve, enhance, and restore the quality of California's water resources and drinking water for the protection of the environment, public health, and all beneficial uses, and to ensure proper waste resource allocation and efficient use, for the benefit of present and future generations. CMs will work on a wide variety of watershed-related projects in the San Francisco Bay region. CMs primarily serve under the Planning and Total Maximum Daily Load (TMDL) division that develops water quality plans by examining the water quality problems, identifying sources of pollutants, and specifying actions that create solutions.



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CMs will work closely with Mentors to plan and implement water quality programs in a range of urban and rural streams. For example, members will sample water quality data along important steelhead and Coho streams including the Napa River, Alameda Creek, Coyote Creek to inform the development of nutrient policies. Other projects will include collecting water quality samples in urban areas during storm events, assessing toxic algal blooms, and assessing sediment impairment. Throughout the year CMs will also work with our partner agency, the San Francisco Estuary Institute, to deploy continuous monitoring devices in the San Francisco Bay. In the summer, they will conduct bioassessment monitoring, where they will collect data on stream habitat, macroinvertebrate and algae condition.



CMs will spend considerable time working on station and statistical analyses on a variety of data (e.g., continuous oxygen assessment to support salmonids, wetland habitat assessment using GIS). They can also identify projects within the Water Board where they want to gain experience, such as water quality regulatory procedures, GIS mapping, and restoration assessments. During the fall, CMs will serve an important role of working with Water Board partners (e.g., Resource Conservation Districts) to enhance watersheds around the region, such as bank stabilization projects and spawning surveys.

A key goal of the Water Board is to provide CMs with many useful training opportunities to help develop their career plans. CMs will attend Water

Board trainings, covering topics such as environmental justice, contaminants of emerging concern, and project management. CMs are also able to attend trainings through the Water Board Training Academy.

Most Water Board staff perform regulatory job duties that include reviewing and updating Certifications, Waste Discharge Requirements, TMDLs, or taking enforcement action. CMs serve a valuable and unique role in the agency by providing additional support that will better inform the public about water quality and salmonid habitat issues. They also



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assist the non-regulatory water quality monitoring program to collect data that will help inform future water quality policy decisions. CMs play a critical role in filling water quality monitoring and stream assessment needs. They assist the non-regulatory water quality monitoring program to collect data that helps inform future water quality policy decisions. In addition, the CMs are valuable to the local communities through their WOW and WAVE interactions that will help educate locals about important water quality issues. We do not have public volunteers at this agency so there is no overlap with volunteer roles. CMs in the past have played a critical role in filling these needs. Secondly, restoration workshops for the local community are primarily organized by CMs and these require at least two staff to conduct. Therefore, our preference is to have two CMs due to the nature of their work at our Placement Site.

Mentorship Style:

The Water Board takes a very hands-on approach to mentorship. The CMs will primarily work with Mentors but they will also work on projects managed by other Water Board staff. CMs and Mentors will meet weekly or bi-weekly to discuss project updates, overall well-being, WSP-required projects, and career development. The Mentors have an open-door policy and are also available most days for last minute check-in, as needed (in person or virtual). Water Board staff have hybrid work schedules, and CMs have the option to teleserve in accordance with WSP's policy. not in the field, CMs will work approximately three days a week in the downtown Oakland office where they will be joined by one of the mentors. CMs will be trained directly by the Placement Site's Mentors and after a period of training, CMs often work more independently on office projects. For field work, one or two Mentors will accompany CMs in the field and work alongside them during most of the field season. It is also encouraged that CMs reach out to Water Board staff that specialize in topics that are related to the CMs' long-term career goals or personal interests. In the past, CMs have worked with other non-official WSP Mentors in our office on projects that pique their interest. Besides training members on Water Board related work, the Placement Site's Mentors provide mentorship regarding professional development for post-WSP life.

Unique Characteristics of Placement Site:

The Water Board provides CMs with rewarding and diverse experiences that serve to protect urban to rural watersheds, but also to contribute to their professional development. The range of job duties and professional backgrounds at this site is broad. CMs learn a wide variety of skills and work in close proximity with professionals with different backgrounds and expertise that will be valuable when they pursue future job possibilities in government, NGO, and consulting sectors. As such, many CMs have found their next job through contacts made while serving with the Water Board. CMs get hands on



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training and experience by collecting a wide range of field data, including qualitative and quantitative stream habitat data, nutrients, heavy metals, pathogens, and long-term deployments (e.g., temperature, dissolved oxygen). CMs get to collaborate on office projects that are aligned with their personal interests and career goals (e.g., wetland monitoring, climate change). The Water Board also strongly encourages CMs to have short collaborations with our affiliated agencies and organizations to gain additional experiences and skills (e.g., storm water monitoring, Bay water quality, and fish monitoring). A key goal of the Water Board is to provide CMs with many useful training opportunities to help develop their career plans and CMs can partake in multiple regional and statewide training courses (e.g., GIS skills, water quality policy, scientific writing, leadership skills, biological assessment methods). Lastly, a unique aspect of the Water Board is that its jurisdiction includes highly diverse watersheds (e.g., land use type, wildlife, water quality issues, cultural/economic/racial), which allows for a diverse experience and set of skills gained.

Knowledge, Skills, and Abilities Desired in CM:

- GIS skills
- Statistical analyses/data management skills
- Field work experience